



2 BOULDER
0 POLICE
1 DEPARTMENT
5 Professional
Standards
Report





Message from the Chief

The Boulder Police Department (BPD) is committed to our mission: “Working with the community to provide service and safety.” While the safety of our community members is of utmost importance, we know that transparency and accountability are essential in maintaining confidence and trust in our police department.

Our Professional Standards Unit provides the community with the ability to voice their concerns about the department and employees. This unit also receives many compliments about officers who have helped those in their time of need. In an effort to provide transparency, improve performance and increase accountability, BPD is providing you with this annual report from our Professional Standards Unit which will give you an overview of our internal affairs activities along with data and information.

The men and women of BPD are committed to providing the best service possible while maintaining the highest degree of integrity and trust. We take pride in our accomplishments and are willing to address our failures and learn from them.

I hope you will find this report useful. Please visit the department’s website at <https://bouldercolorado.gov/police> for a comprehensive overview of our operations.

Sincerely,



Greg Testa
Chief of Police
Boulder Police Department

Boulder Police Department Core Mission

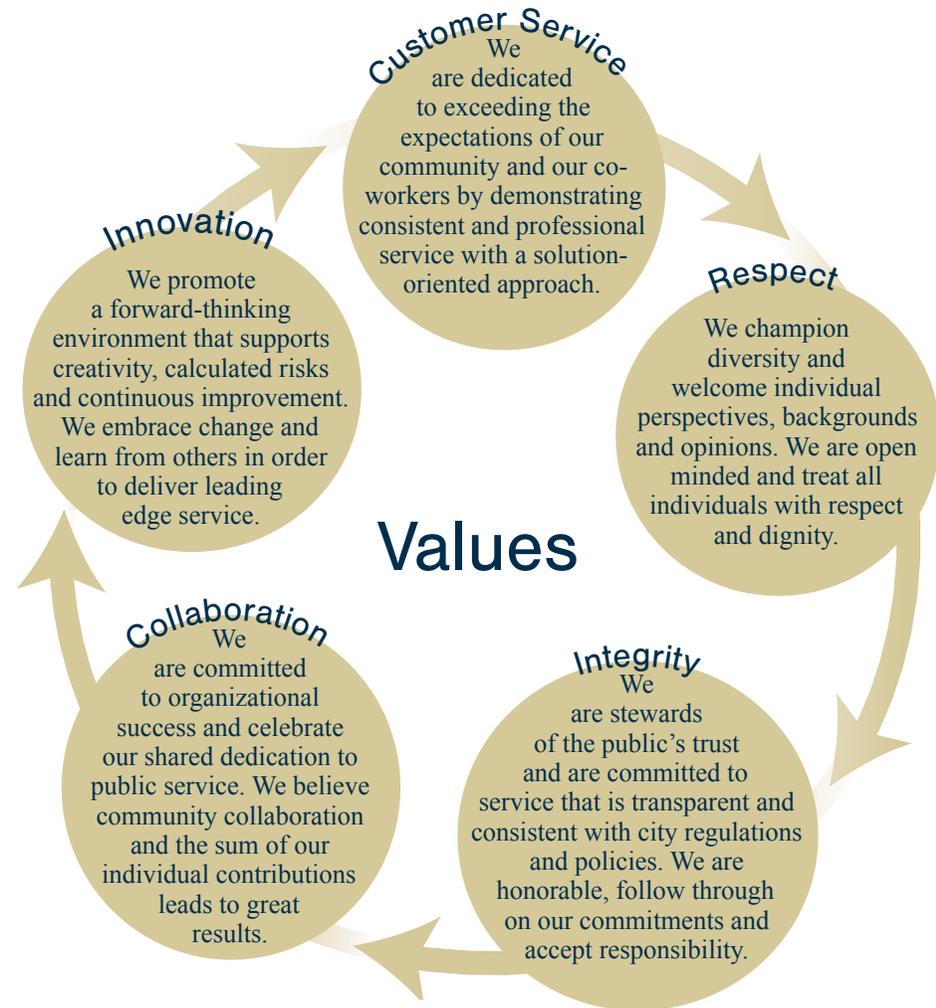
Working with the community
to provide service and safety.

Vision for the Boulder Police Department

To provide service excellence for an inspired future by being a leading-edge police department, with state-of-the-art technology and well-trained officers and staff, to provide the best service possible to the community.

Law Enforcement Oath of Honor

“On my honor, I will never betray my badge, my integrity, my character or the public trust. I will always have the courage to hold myself and others accountable for our actions. I will always uphold the constitution, my community and the agency I serve.”



Rules

Compliance with Values, Rules and General Orders

Except as otherwise approved by the Chief of Police, members of the department perform their duties in accordance with city and department rules, policies and procedures and conduct themselves within the framework of the department's values.

Conformance with Laws

Members obey the laws of the United States of America and of any state or local jurisdiction. Employees have a duty to report any custodial arrest, criminal summons or receipt of a restraining/protection order they are served to an on-duty supervisor. A conviction for violation of law is prima facie evidence of a violation of this rule.

Truthfulness

Members are truthful in matters associated with or related to department business or responsibilities, except as recognized for legitimate investigative purposes.

Respect for Others

Members treat others with fairness and respect.

Police Authority and Public Trust

Members are entrusted to effectively, helpfully and non-abusively use the authority and public trust vested in them. Members do not take any police action which they know, or reasonably should know, is not in accordance with the law and always use their position and credentials appropriately. Members appropriately utilize city equipment, resources and public monies.

Use of Force

Members only use a level of force that is lawful and reasonable under given circumstances.

Adherence to Orders

Members obey lawful orders and directives.

Conduct

Members use reasonable judgment and refrain from conduct which reflects unfavorably on the department. This type of conduct includes that which:

- a) Causes embarrassment to the department or its members or compromises the department's reputation;
- b) Reflects discredit upon the individual as a member of the department; or
- c) Tends to impair the operation, effectiveness, credibility or efficiency of the department or its members.

Cooperation in Investigations

Members assist and cooperate with any department-authorized investigation.

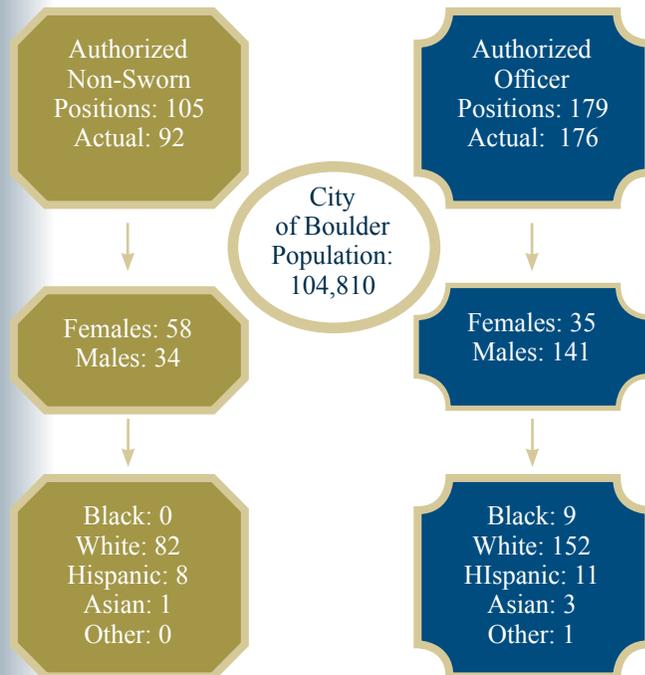
Security of Police Information

Members treat the official business of the department as confidential. Members do not:

- a) Access, disseminate or remove any official report or record for other than authorized purposes;
- b) Communicate any information which may jeopardize an investigation, arrest, police action, or prosecution, or which may aid a person to escape, destroy, or remove evidence; or
- c) Communicate any information which may endanger the safety or well being of others or jeopardize the operation of the department.

Department Demographics

In 2015 the police department was authorized to have 179 officers and was able to fill 176 of those positions. There were 141 males, 35 females: 152 White, nine Black, 11 Hispanic, three Asian and one other. There were 105 authorized non-sworn positions, 92 of those were actually filled. Of those, there were 34 males, 58 females: 82 white, zero Black, eight Hispanic, one Asian and one other.



Awards and Commendations

The **Medal of Honor** is given to those department members who perform acts of courage or heroism where they risk their lives during the performance of their duties. The **Medal of Valor** is presented to those who distinguish themselves by bravery under unusual, complicated or hazardous conditions where they risk personal danger and use excellent judgment to accomplish a specific mission. The **Medal for Livesaving** is given to members who save the life of another person using extraordinary actions. A **Purple Heart** is awarded to employees who are killed or seriously wounded at the hands of an offender or while saving a life. The **Superior Tactics and Response (STAR) award** is given to those who use exceptional tactics, decision-making or skills, to resolve a critical incident where no one incurs serious injury. The **Award for Excellence** is given to members who consistently perform their jobs at a continued level of excellence. The **Police Chief's Certificate of Commendation** is for employees who demonstrate exceptional initiative while performing an expected task in an extraordinary manner. Our **Unit Citation** is awarded to an identified group who displayed exemplary teamwork in support of our mission. The **Citizenship Award** is given to community members who assist the department going above and beyond their normal civic responsibility.

In 2015, the Boulder Police Department presented 40 awards to 33 department employees and seven community members for their notable contributions to the City of Boulder. The awards that were given out are on the following page.

STAR Award

Officer Abel Ramos
 Officer Zach Hogan
 Officer Courtney Parker
 Officer Adrian Drelles
 Officer Colleen Wilcox
 Officer Ryan Scheeval
 Officer Dillon Garretson

Chief's Commendation

Detective Scott Sloan
 Dispatcher Brad
 Snedeker
 Sergeant Robin
 Holdstock
 Officer Andrew Heaton
 Alan Marschke (EDGE)
 Dispatcher Sharon
 Hayward
 Marina LaGrave
 (Advocate)

Citizenship Award

Scott Perry
 Francisco Hernandez
 Jackie Peller
 Joe Piaskoy
 Roxanna Rodriguez
 Anton Comas-Bacardi
 Michael Doak

Award for Excellence

Officer Ian Compton
 Sergeant Tom Dowd
 Detective Kipp Euler
 Officer Darren Fladung
 Officer Ashly Flynn
 Detective Kurt Foster
 Detective Heather Frey
 Officer Mike Heath
 Sergeant Barry Hartkopp
 Dispatcher EJ Leverock
 Dispatcher Adrienne
 Campos Officer Michael
 Marquez
 Officer Beth McNalley
 Officer Stephanie
 Ragland
 Officer Keith Steinman
 Victim Services
 Coordinator Susan
 Townley

Lifesaving Medal

Sergeant Patrick
 Compton
 Officer Nathan Smith

Unit Citation - EDGE***Unsolicited Citizen Commendations and Appreciation***

In 2015, the Office of Professional Standards began tracking commendations from the community. These were unsolicited appreciations and “thank you” messages that were conveyed to the department by email, phone calls, notes, letters and in one case a YouTube video.

The Boulder Police Department received 96 unsolicited commendations from the community.

“My father was police chief in my hometown of Beverly, N.J. and he always told me if you need help call the police. It is nice to know that still holds true.”

“It takes a special person to put on a uniform and my family is sincerely appreciative of those who serve our communities and are dedicated to making them safer.”

“Thank your for your service. Thank you for doing a tough job and making a positive impact. Thank you for being everyday heroes. You are appreciated.”

Complaints

In 2015, the Professional Standards Unit (PSU) received 33 complaints and 53 inquiries. The complaints were classified into three categories:

Class 1 Professional Standards Investigations – Allegations of serious misconduct and/or serious discipline may result if the allegation is sustained. It may also concern allegations of great concern to the community. Three complaints were investigated as Class 1.

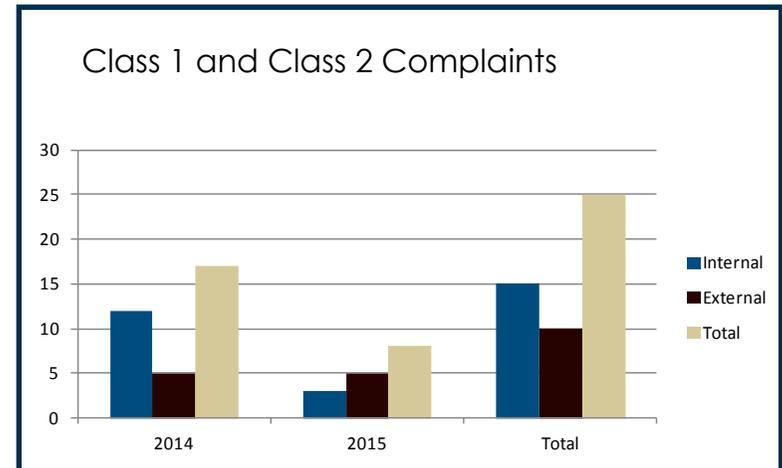
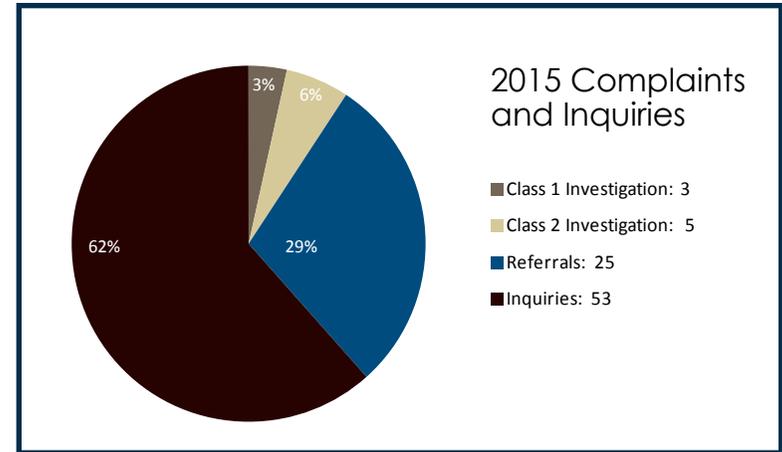
Class 2 Professional Standards Investigations – Allegations that are non-serious in nature and any resulting discipline may not exceed a permanent letter of reprimand. Five complaints were classified as Class 2.

Referrals – Allegations are not based on an employee’s intentional misconduct, but rather a complaint of a minor performance or protocol issue. These are commonly performance and training issues. Of the 33 complaints, 25 of them were handled as Referrals.

Inquiries – General or specific questions that are related to department policies and procedures.

Copies of all complaints are forwarded to the employee’s immediate supervisor and chain of command for review.

Professional Standards receives complaints both internally, from department members and externally, from community members. In 2014, there were 12 internal and five external Class 1 and Class 2 complaints filed. In 2015, there were three internal and five external Class 1 and Class 2 complaints filed. For both of these two years, 60% of Class 1 and 2 complaints were filed internally and 40% externally.



An investigation may involve more than one allegation against an employee which explains the disparity in number of complaints and dispositions.

Dispositions

The disposition classifications are as follows:

Exonerated – The incident occurred, but member actions were lawful and proper, and/or justified departure from policy.

Exonerated with Commendation – The incident occurred, but member actions were justified, lawful and proper under cases of exceptional circumstances.

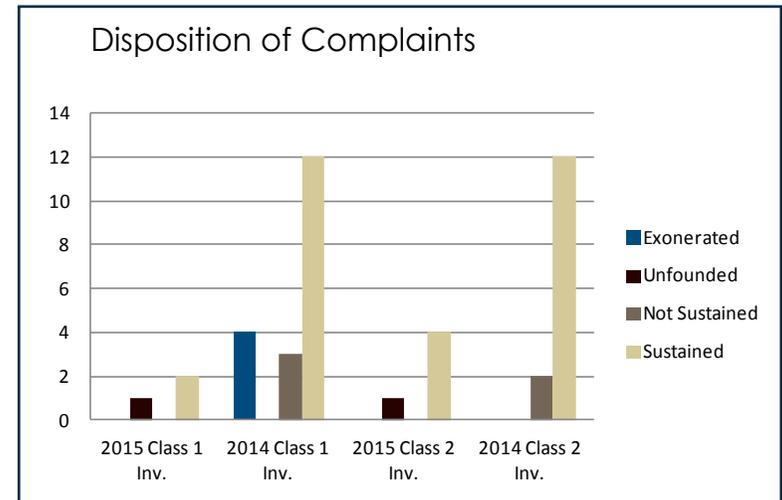
Unfounded – The complainant admits to false allegation; the charges were found to be false; the member was not involved in the incident; or the complainant has voluntarily withdrawn the complaint prior to the conclusion of an investigation and the department elects not to continue the investigation.

Not Sustained – An allegation is not supported by a preponderance of the evidence.

Sustained - An allegation is supported by a preponderance of the evidence.

No Finding – Cases that are, with the approval of the Chief of Police, handled in an alternative manner or cases in which a subject member resigns and the department elects not to continue the investigation.

Inquiries do not have dispositions.



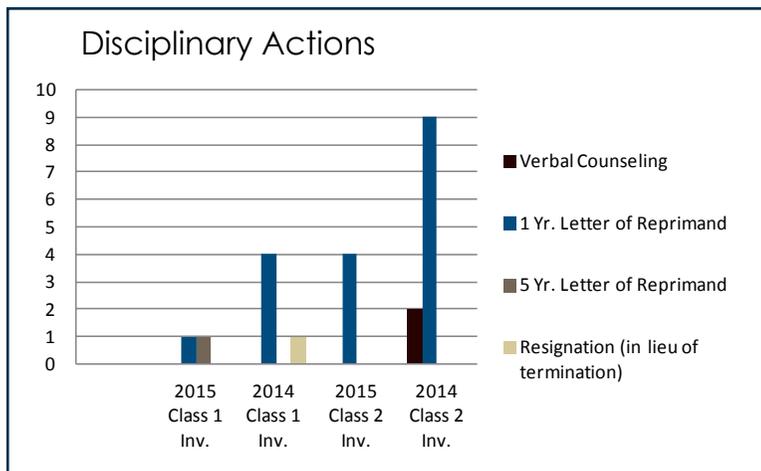
In 2014 and 2015 there were no “Exonerated with Commendation” or “No Findings” dispositions made on investigations.

In 2014, four Class 1 investigations were exonerated, three were not sustained and 12 were sustained. In 2015, one Class 1 investigation was unfounded and two were sustained. In 2014, two Class 2 investigations were not sustained and 12 were sustained. In 2015, one Class 2 investigation was unfounded and four were sustained.

Disciplinary Actions

Discipline for Class 1 investigations in 2014 - four employees received a one-year letter of reprimand and one person resigned in lieu of termination. Discipline for Class 1 investigations in 2015 - one employee received a one-year letter of reprimand and one person received a five-year letter of reprimand.

Discipline for Class 2 investigations in 2014 - two employees received verbal counseling and nine were given a one-year letter of reprimand. Discipline for Class 2 investigations in 2015 - four employees received a one-year letter of reprimand.



Use of Force

The Boulder Police Department recognizes that appropriate use of physical force is sometimes necessary for officers to carry out their responsibilities for public safety and law enforcement. In such cases, and in accordance with an individual's resistance, an

officer escalates or de-escalates the amount of force employed, using only the amount of force necessary to resolve the situation. Use of force incidents are reviewed through the officer's chain of command and the PSU office.

In 2015, the Boulder Police Department reported 212 use of force incidents. The number of use of physical force incidents represents approximately 23 out of every 10,000 interactions and about six out of every 100 arrests.

Use of Force - Calls for Service and Officer Initiated Events

Year	Calls for Service	Officer Initiated Events	Total Interactions	Total Use of Force Incidents	%
2015	67,868	22,586	90,454	212	0.23%
2014	59,341	28,610	87,951	228	0.26%

Use of Force - Arrests

Year	Total Arrests	Arrests Where a Level of Force was Used	%
2015	2,871	168	5.8% or about 6 out of every 100 arrests
2014	2,985	177	5.92% or about 6 out of every 100 arrests

Employee Involved Vehicle Accidents

All traffic accidents involving employees are investigated by the Traffic Section supervisors, reviewed by the employee's supervisors, with a final disposition from the employee's deputy chief. Outcomes can include counseling, written documentation, driving training and/or a summons.

The total number of miles driven by police department employees in 2015 was 1,013,924 as compared to 1,057,561 miles driven in 2014.

In 2014, there were 27 employee-involved accidents: 15 were found to be at-fault, one contributed to the accident and 11 were found not at-fault. In 2015, there were a total of 23 employee-involved accidents: 14 were found to be at-fault, four contributed to the accident and five were not at-fault.

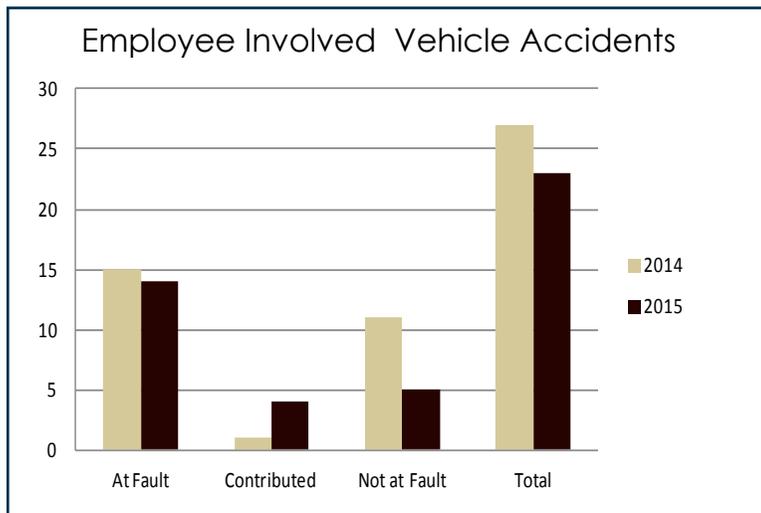
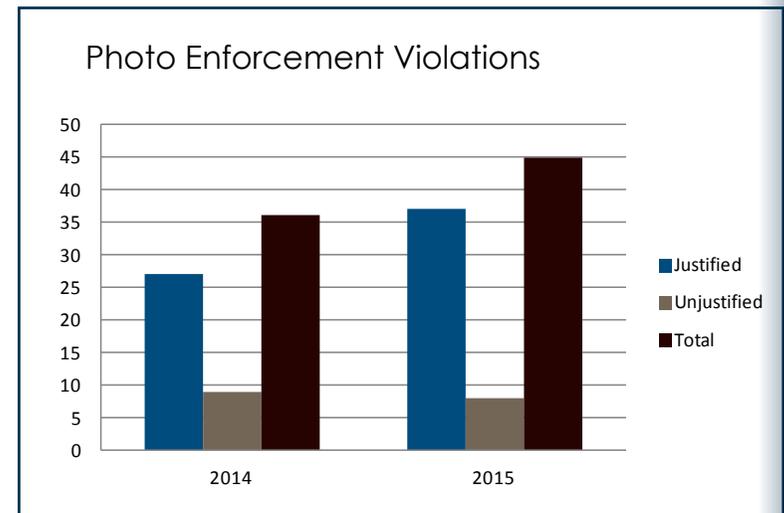


Photo Enforcement Violations

Photo Enforcement is an automated method of monitoring red light violations, speed detection and enforcement. In 2015, there were 45 employee involved photo enforcement traffic activations. Of the 45 activations, 37 were justified by ordinance because the police officers were responding to an emergency call using their vehicle's emergency lights and siren. Employees received summonses in the remaining eight activations. In comparison, there were 36 employee involved photo enforcement traffic activations in 2014. Of the 36 activations, 27 were justified by ordinance because the police officers were responding to an emergency call using their vehicle's emergency lights and siren. Employees received a summons in the remaining nine activations.



Conclusion

The Boulder Police Department is a progressive organization and continues to explore new methods to meet the needs of the community. Publishing this report is another way for us to uphold the public's trust and provide information to remain transparent and maintain accountability. Our commitment to professionalism, fairness and consistency will always be one of our highest priorities.

